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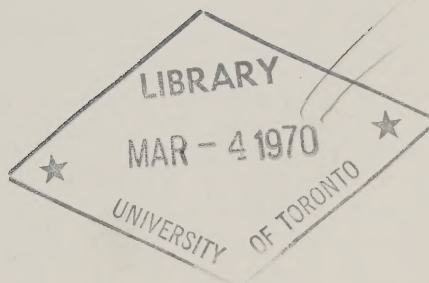
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Wages, Hours and Overtime Pay Provisions in Selected Industries, Ontario 1967

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Research Branch
June 1968



Wages, Hours and Overtime Pay Provisions in Selected Industries, Ontario 1967

Prepared by
Frank Whittingham

Foreword

In October, 1967, the Research Branch of the Ontario Department of Labour conducted a survey of working conditions in industries thought most likely to be sensitive to a revision in labour standards legislation. The primary purpose of the survey was to obtain data that would permit an assessment of the direct impact on these sensitive industries of proposed changes in Ontario's minimum labour standards. Most of the data are being published because many of the statistics produced may be useful to persons who are concerned with analysis of working conditions and the labour market.

The Research Branch wishes to extend thanks to all the persons and organizations that co-operated in the survey. We are particularly grateful to the many firms that contributed information. In addition, we wish to thank the Dominion Bureau of Statistics for providing us with establishment lists and sample design, and the Ontario Statistical Centre where the programmes for producing the statistics were prepared.

From within our own Department, we received strong support from the Industrial Training and Labour Standards Branches, whose counselling and inspection staffs carried out the enumeration phase of the survey. Also, the Systems and ADP Branch made a major contribution by designing control procedures and keypunching the data.

Much of the credit for the success of the survey, including the major responsibility for designing, co-ordinating and obtaining output from it goes to Frank Whittingham of the Research Branch. He had the full-time assistance of Albert Alleyne and from time to time that of almost every member of the Research Branch staff.

John Kinley, *Director*
Research Branch
July 1968

Introduction	6	Table 7	18
Technical Note	6	Distribution of Employees by Initial Overtime Pay Provision and Size of Establishment for Selected Industries, Ontario, October, 1967	
Table 1		Table 8	20
Distribution of Employees by Category, and by Sex for Selected Industries, Ontario, October, 1967	8	Distribution of Employees by Initial Overtime Pay Provision and Region for Selected Industries, Ontario, October, 1967	
Table 2	10	Table 9	22
Average Straight-Time Hourly Wage Rate by Category of Employee, and by Sex for Selected Industries, Ontario, October, 1967		Median Standard and Median Actual Hourly Work Week for Selected Industries, and Median Standard Hourly Work Week by Category of Employee, and by Sex for Selected Industries, Ontario, October, 1967	
Table 3	11	Table 10	23
Average Straight-Time Hourly Wage Rate by Size of Establishment, and by Region for Selected Industries, Ontario, October, 1967		Median Standard and Median Actual Hourly Work Week by Size of Establishment for Selected Industries, Ontario, October, 1967	
Table 4	12	Table 11	23
Cumulative Distribution of Employees by Straight-Time Hourly Wage Rate for Selected Industries, Ontario, October, 1967		Median Standard and Median Actual Hourly Work Week by Region for Selected Industries, Ontario, October, 1967	
Table 5	14	Table 12	25
Cumulative Distribution of Employees by Straight-Time Hourly Wage Rate and Sex for Selected Industries, Ontario, October, 1967		Distribution of Employees by Actual Weekly Hours of Work for Selected Industries, Ontario, October, 1967	
Table 6	16		
Distribution of Office and Non-Office Employees by Initial Overtime Pay Provision for Selected Industries, Ontario, October, 1967			

The data presented in this report describe a number of working conditions for non-supervisory employees in selected industries in the manufacturing, trade and service sectors of Ontario's economy. The working conditions covered include straight-time hourly wage rates, initial overtime pay provisions and weekly hours of work.

For the industries surveyed, average straight-time hourly wage rates are presented by category of employee (office, non-office), by sex, by size of establishment and by region in Tables 2 and 3. Also, a cumulative distribution of employees by straight-time hourly wage rate and industry is shown in Table 4 while a similar distribution by industry and sex appears in Table 5.

Tables 6, 7 and 8 contain distributions of employees by initial overtime pay provision and industry. For each industry, separate distributions for office and non-office employees are shown, and a breakdown by size of establishment and by region is presented.

Data on standard and actual weekly hours of work are released in Tables 9, 10 and 11. Median (average) standard weekly hours of work are compared for office and non-office employees, while both median standard and median actual weekly hours of work are reported by sex, by size of establishment and by region for the industries surveyed. Also, in the final table employees are distributed by actual weekly hours of work and industry.

The Reporting Unit

The reporting unit for the survey is the establishment, that is, the smallest unit which is a separate operating unit capable of reporting data on employment and earnings and related industrial statistics. If there are two separate payroll units within an establishment these units become the reporting units for the survey. Also, there is no limitation on the size of establishments included in the survey.

Industrial Classification

The data in this report are compiled on the basis of the 1960 Standard Industrial Classification Manual*. All reporting establishments are assigned to an industrial class on the basis of principal activity. If an establishment is engaged in a number of different industrial activities, its principal activity is determined by the net value added by these activities, or, where this is not possible, by the gross revenue obtained from the different activities.

Reference Period

The data refers to the last normal pay period preceding November 1, 1967. If there was a major lay-off or a work stoppage due to an industrial dispute during the pay period preceding November 1, 1967, data was collected for the immediately preceding normal pay period.

Employee Coverage

The pay and hours of work information was collected only for non-supervisory office and non-office employees.

Office Employees:

'Office employees' includes clerical, stenographic and secretarial personnel and non-supervisory white-collar technical personnel such as computer-programmers and draftsmen. In addition, supervisory personnel who normally do the same work as the office employees they supervise are included.

Non-Office Employees:

'Non-office employees' includes those engaged in production and assembling activities; those employed in storing, inspecting, handling, packing, warehousing, truck-driving and sales and service personnel, and driver-salesmen and their helpers. It also includes employees engaged in maintenance, repairs, janitorial and watchman services, and supervisors who normally do the same work as the production or service employees they supervise.

*Standard Industrial Classification Manual, Catalogue No. 12 - 501, Dominion Bureau of Statistics, Queen's Printer, Ottawa, 1960.

Exclusions:

Rates of pay and hours of work data were not collected for owners and managerial personnel even if they did the same work as the non-supervisory employees in the establishment or for supervisors who do not normally perform the same work as the employees they supervise. Also, salesmen were excluded when there was no record of hours worked.

Straight-time Hourly Wage Rate

'Included' in the straight-time hourly wage rate are the straight-time wage rate, plus any payment based on an incentive bonus, piece rate or commission system. 'Excluded' from the straight-time hourly wage are premium pay for overtime hours worked, supplementary labour costs such as employer's contributions to unemployment insurance, medical plans or other welfare plans or special bonuses paid at management's discretion.

Standard Weekly Hours

Standard weekly hours of work refers to the normally scheduled hours of work during the survey pay period.

Actual Weekly Hours

Actual weekly hours of work refers to the total number of clock hours actually worked by an employee during the survey pay period. The actual hours may be greater or less than the standard hours of work.

Initial Overtime Pay Provision

The initial overtime pay provision refers to the initial hourly rate paid after standard or normal weekly hours have been worked.

Regions

Because of the high geographical concentration of manufacturing industries in Ontario it was necessary to compile the data on three broad regions. The individual counties or districts included in each region — Metropolitan Region, Southern Ontario Region and Northern Ontario Region — are listed below:

Metropolitan Region:

Includes the counties of Wentworth, Halton, Peel, York and Ontario.

Southern Ontario Region:

This region comprises the south-western and south-eastern areas of the Province and includes the counties of Essex, Kent, Lambton, Middlesex, Elgin, Wellington, Durham, Northumberland, Prince Edward, Frontenac, Norfolk, Oxford, Perth, Waterloo, Brant, Haldimand, Welland, Lincoln, Leeds, Grenville, Dundas, Stormont, Glengarry, Peterborough and Carleton.

Northern Ontario Region:

Includes the counties and districts of Prescott, Russell, Lanark, Renfrew, Haliburton, Hastings, Lennox and Addington, Victoria, Huron, Simcoe, Bruce, Grey, Dufferin, Parry Sound, Muskoka, Cochrane, Timiskaming, Nipissing, Manitoulin, Sudbury, Algoma, Kenora, Rainy River and Thunder Bay.

Reliability of Statistics

The reporting units for the survey were drawn from the establishment files held by the Labour Division of the Dominion Bureau of Statistics. The survey was designed to provide estimates for each individual industry with an expected error of five per cent at the provincial level. A total of 5,711 respondents were drawn from the establishment lists. In the Manufacturing Industries a census was undertaken because of the relatively small number of establishments in each industry. The only exception to this occurred in sawmills where the number of establishments surveyed constituted 52 per cent of the population. In the Retail Trade and Personal Service Industries, however, samples were drawn and the user of these data should note that the estimates for these industries are subject to a somewhat higher error, approximately 6 to 7 per cent at the provincial level.

In addition to sampling error, errors which are not related to sampling may occur during a survey operation. Enumerators may misunderstand instructions, respondents may make errors in answering questions and errors may be made in the processing and tabulations of the data. As long as there are no flaws in the methodology that create systematically occurring errors, some of the non-sampling errors will usually balance out over a large number of observations. In this survey a vigorous effort has been made to reduce non-sampling errors through a careful design of the questionnaire, training and supervision of enumerators and control of the data processing operation.

Table 1
Distribution of Employees by Category, and by Sex for Selected Industries,
Ontario, October, 1967

Industry	Total Employees	Category		Sex	
		Office	Non- Office	Male	Female
Rubber Industries					
Rubber Footwear Manufacturers	1,157	121	1,036	452	705
Leather Industries	12,114	1,043	11,071	5,722	6,392
Leather Tanneries	2,262	137	2,125	1,938	324
Shoe Factories	7,090	659	6,431	2,709	4,381
Leather Glove Factories	303	28	275	101	202
Luggage, Handbags and Small Leather Goods Manufacturers	2,459	219	2,240	974	1,485
Cotton Yarn and Cloth Mills	4,767	445	4,322	2,346	2,421
Woollen Mills	3,188	257	2,931	1,665	1,523
Wool Yarn Mills	1,376	129	1,247	531	845
Wool Cloth Mills	1,812	128	1,684	1,134	678
Knitting Mills	7,067	633	6,434	1,831	5,236
Hosiery Mills	2,293	247	2,046	589	1,704
Other Knitting Mills	4,774	386	4,388	1,242	3,532
Clothing Industries	20,597	1,431	19,166	5,097	15,500
Custom Tailoring Shops	165	8	157	93	72
Men's Clothing Industry	8,895	621	8,274	2,292	6,603
Women's Clothing Industry	6,289	378	5,911	1,379	4,910
Children's Clothing Industry	1,248	81	1,167	154	1,094
Fur Goods Industry	790	61	729	457	333
Hat and Cap Industry	838	59	779	323	515
Foundation Garment Industries	1,683	165	1,518	209	1,474
Other Clothing Industries	689	58	631	190	499
Wood Industries	17,993	1,440	16,553	15,768	2,225
Saw Mills	6,724	340	6,384	6,502	222
Veneer and Plywood Mills	2,345	108	2,237	1,616	729
Sash and Door and Planing Mills	5,025	619	4,406	4,414	611
Wooden Box Factories	1,643	206	1,437	1,364	279
Coffin and Casket Industry	435	51	384	356	79
Miscellaneous Wood Industries	1,821	116	1,705	1,516	305

Table 1 (Cont'd.)

Industry	Total Employees	Category		Sex	
		Office	Non-Office	Male	Female
Retail Trade	209,932	23,327	186,605	120,693	89,239
Food Stores	46,572	1,402	45,170	26,330	20,242
Apparel and Shoe Stores	20,150	1,745	18,405	6,435	13,715
Personal Service Industries					
Laundries, Cleaners and Pressers	15,837	919	14,918	4,520	11,317
Hotels, Restaurants and Taverns	76,778	2,627	74,151	32,571	44,207
Total	369,430	32,243	337,187	190,665	178,765

Table 2
Average Straight-Time Hourly Wage Rate by Category of Employee,
and by Sex for Selected Industries, Ontario, October, 1967

Industry	Industry Average	Category of Employee		Sex	
		Office	Non- Office	Male	Female
Rubber Industries					
Rubber Footwear Manufacturers	1.87	2.09	1.84	2.15	1.69
Leather Industries					
Leather Tanneries	2.09	2.35	2.08	2.14	1.78
Shoe Factories	1.76	2.06	1.73	2.16	1.51
Leather Glove Factories	1.73	2.25	1.68	2.14	1.53
Luggage, Handbags and Small Leather Goods Manufacturers	1.69	2.24	1.63	2.07	1.44
Cotton Yarn and Cloth Mills					
	1.74	2.09	1.70	1.91	1.56
Woollen Mills					
	1.76	1.99	1.74	1.92	1.59
Wool Yarn Mills	1.67	1.96	1.64	1.88	1.54
Wool Cloth Mills	1.83	2.03	1.81	1.94	1.65
Knitting Mills					
	1.60	2.01	1.56	2.01	1.46
Hosiery Mills	1.67	1.90	1.64	2.16	1.50
Other Knitting Mills	1.57	2.08	1.52	1.93	1.44
Clothing Industries					
	1.78	2.20	1.75	2.47	1.56
Custom Tailoring Shops	1.81	2.02	1.79	2.15	1.35
Men's Clothing Industry	1.70	2.10	1.67	2.31	1.49
Women's Clothing Industry	1.93	2.35	1.90	2.80	1.68
Children's Clothing Industry	1.57	2.25	1.52	2.34	1.46
Fur Goods Industry	2.44	2.40	2.44	2.83	1.90
Hat and Cap Industry	1.78	1.90	1.77	2.18	1.54
Foundation Garment Industry	1.62	2.31	1.55	2.28	1.53
Other Clothing Industries	1.63	2.12	1.58	2.09	1.45
Wood Industries					
	1.94	2.28	1.91	2.27	1.58
Saw Mills	1.83	2.16	1.81	1.83	1.60
Veneer and Plywood Mills	1.80	2.17	1.79	1.93	1.52
Sash and Door and Planing Mills	2.05	2.33	2.01	2.11	1.63
Wooden Box Factories	2.03	2.30	1.99	2.11	1.66
Coffin and Casket Industry	1.91	2.19	1.87	1.96	1.64
Miscellaneous Wood Industries	1.96	2.27	1.94	2.05	1.53
Retail Trade					
	1.72	2.01	1.68	1.99	1.50
Food Stores	1.73	2.06	1.72	1.88	1.53
Apparel and Shoe Stores	1.61	1.94	1.57	1.97	1.44
Personal Service Industries					
Laundries, Cleaners and Pressers	1.52	1.86	1.49	2.02	1.32
Hotels, Restaurants and Taverns	1.31	1.59	1.30	1.50	1.17

Table 3
Average Straight-Time Hourly Wage Rate by Size of Establishment, and by Region¹
for Selected Industries, Ontario, October, 1967

Industry	Industry Average	Size of Establishment			Region		
		Less than 20 Employees	20 - 99 Employees	100 or More Employees	Metro- politan	Southern Ontario	Northern Ontario
Leather Industries	1.79	1.79	1.67	1.85	1.83	1.80	1.74
Cotton Yarn and Cloth Mills	1.74	2.26	2.42	1.72	1.71	1.74	--
Woollen Mills	1.76	2.67	1.64	1.79	1.80	1.74	1.76
Knitting Mills	1.60	1.63	1.62	1.60	1.58	1.65	1.45
Clothing Industries	1.78	1.97	1.84	1.69	1.88	1.52	1.51
Wood Industries	1.94	1.91	1.93	1.99	2.14	2.02	1.79
Retail Trade	1.72	1.56	1.70	1.88	1.83	1.64	1.59
Personal Service Industries							
Laundries, Cleaners and Pressers	1.52	1.52	1.47	1.59	1.56	1.47	1.41
Hotels, Restaurants and Taverns	1.31	1.27	1.35	1.47	1.38	1.29	1.25

¹ For a description of the counties that constitute each region see Technical Note.

-- Reliability of the statistic is too low to permit release.

Table 4
Cumulative Distribution of Employees by Straight-Time Hourly Wage Rate for Selected Industries,
Ontario, October, 1967

Industry	Total Employees	Under \$1.25		Under \$1.50		Under \$2.00		Under \$2.50	
		No.	%	No.	%	No.	%	No.	%
Rubber Industries									
Rubber Footwear Manufacturers	1,157	31	2.7	119	10.3	754	65.2	1,112	96.1
Leather Industries	12,114	1,886	15.6	4,101	33.9	8,080	66.7	10,825	89.4
Leather Tanneries	2,262	18	0.8	102	4.5	994	43.9	1,944	85.9
Shoe Factories	7,090	1,263	17.8	2,769	39.1	5,028	70.9	6,326	89.2
Leather Glove Factories	303	53	17.5	114	37.6	233	76.9	273	90.1
Luggage, Handbags and Small Leather Goods Manufacturers	2,459	552	22.4	1,116	45.4	1,825	74.2	2,282	92.8
Cotton Yarn and Cloth Mills	4,767	74	1.6	1,247	26.2	3,844	80.6	4,548	95.4
Woollen Mills	3,188	144	4.5	844	26.5	2,512	78.8	3,012	94.5
Wool Yarn Mills	1,376	71	5.2	490	35.6	1,188	86.3	1,318	95.8
Wool Cloth Mills	1,812	73	4.0	354	19.5	1,324	73.1	1,694	93.5
Knitting Mills	7,067	1,692	23.9	3,622	51.3	5,770	81.6	6,646	94.0
Hosiery Mills	2,293	480	20.9	1,008	44.0	1,779	77.6	2,107	91.9
Other Knitting Mills	4,774	1,212	25.4	2,614	54.8	3,991	83.6	4,539	95.1
Clothing Industries	20,597	4,511	21.9	8,876	43.1	14,607	70.9	17,567	85.3
Custom Tailoring Shops	165	32	19.4	62	37.6	109	66.1	140	84.8
Men's Clothing Industry	8,895	1,978	22.2	4,037	45.4	6,729	75.6	7,929	89.1
Women's Clothing Industry	6,289	1,382	22.0	2,529	40.2	4,016	63.9	4,962	78.9
Children's Clothing Industry	1,248	378	30.3	695	55.7	1,032	82.7	1,157	92.7
Fur Goods Industry	790	43	5.4	103	13.0	245	31.0	419	53.0
Hat and Cap Industry	838	114	13.6	323	38.5	576	68.7	748	89.3
Foundation Garment Industry	1,683	411	24.4	813	48.3	1,341	79.7	1,574	93.5
Other Clothing Industries	689	173	25.1	314	45.6	559	81.1	638	92.6
Wood Industries	17,993	687	3.8	3,582	19.9	11,186	62.2	15,608	86.7
Sawmills	6,724	198	2.9	1,273	18.9	4,790	71.2	6,113	90.9
Veneer and Plywood Mills	2,345	124	5.3	633	27.0	1,589	67.8	2,219	94.6
Sash and Door and Planing Mills	5,025	206	4.1	904	18.0	2,721	54.1	3,986	79.3
Wooden Box Factories	1,643	48	2.9	285	17.3	757	46.1	1,382	84.1
Coffin and Casket Industry	435	25	5.7	99	22.8	268	61.6	373	85.7
Miscellaneous Wood Industries	1,821	86	4.7	388	21.3	1,061	58.3	1,535	84.3

Table 4 (Cont'd.)

Industry	Total Employees	Under \$1.25		Under \$1.50		Under \$2.00		Under \$2.50	
		No.	%	No.	%	No.	%	No.	%
Retail Trade	209,932	43,611	20.8	83,602	39.8	138,357	65.9	174,664	83.2
Food Stores	46,572	14,079	30.2	22,063	47.4	30,837	66.2	39,564	85.0
Apparel and Shoe Stores	20,150	5,168	25.6	10,670	53.0	16,089	79.8	18,471	91.7
Personal Service Industries									
Laundries, Cleaners and Pressers	15,837	5,504	34.8	9,539	60.2	12,992	82.0	14,958	94.4
Hotels, Restaurants and Taverns	76,778	39,464	51.4	57,203	74.5	70,795	92.2	74,816	97.4

Table 5
Cumulative Distribution of Employees by Straight-Time Hourly Wage Rate
and Sex for Selected Industries, Ontario, October, 1967

Industry	Total Employees	Under \$1.25		Under \$1.50		Under \$2.00		Under \$2.50	
		No.	%	No.	%	No.	%	No.	%
Leather Industries									
Total Employees	12,114	1,886	15.6	4,101	33.9	8,080	66.7	10,825	89.4
Male	5,722	144	2.5	509	8.9	2,408	42.1	4,551	79.5
Female	6,392	1,742	27.2	3,592	56.2	5,672	88.7	6,274	98.2
Cotton Yarn and Cloth Mills									
Total Employees	4,767	74	1.6	1,247	26.2	3,844	80.6	4,548	95.4
Male	2,346	--	--	154	6.6	1,579	67.3	2,138	91.1
Female	2,421	68	2.8	1,093	45.1	2,265	93.6	2,410	99.5
Woollen Mills									
Total Employees	3,188	144	4.5	844	26.5	2,512	78.8	3,012	94.5
Male	1,665	27	1.6	205	12.3	1,127	67.7	1,517	91.1
Female	1,523	117	7.7	639	42.0	1,385	90.9	1,495	98.2
Knitting Mills									
Total Employees	7,067	1,692	23.9	3,622	51.3	5,770	81.6	6,646	94.0
Male	1,831	117	6.4	338	18.5	1,002	54.7	1,504	82.1
Female	5,236	1,575	30.1	3,284	62.7	4,768	91.1	5,142	98.2
Clothing Industries									
Total Employees	20,597	4,511	21.9	8,876	43.1	14,607	70.9	17,567	85.3
Male	5,097	163	3.2	499	9.8	1,566	30.7	2,882	56.5
Female	15,500	4,348	28.1	8,377	54.0	13,041	84.1	14,685	94.7
Wood Industries									
Total Employees	17,993	687	3.8	3,582	19.9	11,186	62.2	15,608	86.7
Male	15,768	359	2.3	2,424	15.4	9,325	59.1	13,465	85.4
Female	2,225	328	14.7	1,158	52.0	1,861	83.6	2,143	96.3
Retail Trade									
Total Employees	209,932	43,611	20.8	83,602	39.8	138,357	65.9	174,664	83.2
Male	120,693	17,243	14.3	33,309	27.6	61,818	51.2	88,615	73.4
Female	89,239	26,368	29.5	50,293	56.4	76,539	85.8	86,049	96.4

Table 5 (Cont'd.)

Industry	Total Employees	Under \$1.25		Under \$1.50		Under \$2.00		Under \$2.50	
		No.	%	No.	%	No.	%	No.	%
Personal Service Industries									
Laundries, Cleaners and Pressers									
Total Employees	15,837	5,504	34.8	9,539	60.2	12,992	82.0	14,958	94.4
Male	4,520	319	7.1	816	18.1	2,207	48.8	3,761	83.2
Female	11,317	5,185	45.8	8,723	77.1	10,785	95.3	11,197	98.9
Hotels, Restaurants and Taverns									
Total Employees	76,778	39,464	51.4	57,203	74.5	70,795	92.2	74,816	97.4
Male	32,571	9,791	30.1	18,191	55.9	27,555	84.6	30,757	94.4
Female	44,207	29,673	67.1	39,012	88.2	43,240	97.8	44,059	99.7

-- Reliability of the statistic is too low to permit release.

Table 6
Distribution of Office and Non-Office Employees by Initial Overtime Pay Provision
for Selected Industries, Ontario, October, 1967

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ¹	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Leather Industries										
Total Employees	12,114	100	750	6.2	3,544	29.3	7,543	62.3	277	2.3
Office	1,043	100	483	46.3	236	22.6	297	28.5	--	--
Non-Office	11,071	100	267	2.4	3,308	29.9	7,246	65.5	250	2.3
Cotton Yarn and Cloth Mills										
Total Employees	4,767	100	278	5.8	696	14.6	3,792	79.6	--	--
Office	445	100	263	59.1	68	15.3	114	25.6	-	-
Non-Office	4,322	100	--	--	628	14.5	3,678	85.1	--	--
Woollen Mills										
Total Employees	3,188	100	222	7.0	169	5.3	2,710	85.0	87	2.7
Office	257	100	184	71.6	54	21.0	--	--	--	--
Non-Office	2,931	100	38	1.3	115	3.9	2,692	91.8	86	2.9
Knitting Mills										
Total Employees	7,067	100	732	10.4	2,767	39.2	3,290	46.6	278	3.9
Office	633	100	328	51.8	178	28.1	127	20.1	-	-
Non-Office	6,434	100	404	6.3	2,589	40.2	3,163	49.2	278	4.3
Clothing Industries										
Total Employees	20,597	100	2,190	10.6	8,214	39.9	9,488	46.1	705	3.4
Office	1,431	100	890	62.2	333	23.3	183	12.8	--	--
Non-Office	19,166	100	1,300	6.8	7,881	41.1	9,305	48.5	680	3.5
Wood Industries										
Total Employees	17,993	100	1,763	9.8	8,041	44.7	7,615	42.3	574	3.2
Office	1,440	100	903	62.7	317	22.0	208	14.4	--	--
Non-Office	16,553	100	860	5.2	7,724	46.7	7,407	44.7	562	3.4
Retail Trade										
Total Employees	209,932	100	50,838	24.2	106,855	50.9	50,096	23.9	2,143	1.0
Office	23,327	100	7,006	30.0	7,680	32.9	8,547	36.6	94	0.4
Non-Office	186,605	100	43,832	23.5	99,175	53.1	41,549	22.3	2,049	1.1

Table 6 (Cont'd.)

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ¹	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Personal Service Industries										
Laundries, Cleaners and Pressers										
Total Employees	15,837	100	3,008	19.0	9,339	59.0	3,411	21.5	79	0.5
Office	919	100	406	44.2	443	48.2	70	7.6	-	-
Non-Office	14,918	100	2,602	17.4	8,896	59.6	3,341	22.4	79	0.5
Hotels, Restaurants and Taverns										
Total Employees	76,778	100	13,529	17.6	60,541	78.9	1,017	1.3	1,691	2.2
Office	2,627	100	747	28.4	1,862	70.9	-	-	--	--
Non-Office	74,151	100	12,782	17.2	58,679	79.1	1,017	1.4	1,673	2.3

¹ Includes straight-time plus a fixed amount, time and one-quarter and double time.

* Rows may not sum to 100 per cent because of rounding.

-- Reliability of the statistic is too low to permit release.

- No employees were in this category.

Table 7
Distribution of Employees by Initial Overtime Pay Provision and Size of Establishment
for Selected Industries, Ontario, October, 1967

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ¹	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Leather Industries										
Total Employees	12,114	100	750	6.2	3,544	29.3	7,543	62.3	277	2.3
Less than 20	517	100	100	19.3	336	65.0	59	11.4	--	--
20 - 99	2,601	100	252	9.7	1,202	46.2	1,097	42.2	50	1.9
100 and over	8,996	100	398	4.4	2,006	22.3	6,387	71.0	205	2.3
Cotton Yarn and Cloth Mills										
Total Employees	4,767	100	278	5.8	696	14.6	3,792	79.6	--	--
Less than 20	--	--	--	--	--	--	--	--	-	-
20 - 99	--	--	--	--	--	--	--	--	-	-
100 and over	4,626	100	213	4.6	662	14.3	3,750	81.1	--	--
Woollen Mills										
Total Employees	3,188	100	222	7.0	169	5.3	2,710	85.0	87	2.7
Less than 20	--	--	-	-	--	--	--	--	-	-
20 - 99	519	100	--	--	--	--	373	71.9	--	--
100 and over	2,666	100	--	--	--	--	2,337	87.7	-	-
Knitting Mills										
Total Employees	7,067	100	732	10.4	2,767	39.2	3,290	46.6	278	3.9
Less than 20	405	100	82	20.2	250	61.7	66	16.3	--	--
20 - 99	2,156	100	306	14.2	836	38.8	753	34.9	261	12.1
100 and over	4,506	100	344	7.6	1,681	37.3	2,471	54.8	--	--
Clothing Industries										
Total Employees	20,597	100	2,190	10.6	8,214	39.9	9,488	46.1	705	3.4
Less than 20	1,974	100	387	19.6	939	47.6	647	32.8	--	--
20 - 99	9,111	100	1,180	13.0	4,339	47.6	3,398	37.3	193	2.1
100 and over	9,512	100	623	6.5	2,936	30.9	5,443	57.2	511	5.4
Wood Industries										
Total Employees	17,993	100	1,763	9.8	8,041	44.7	7,615	42.3	574	3.2
Less than 20	3,459	100	620	17.9	2,532	73.2	216	6.2	91	2.6
20 - 99	8,874	100	1,000	11.3	4,766	53.7	2,686	30.3	422	4.8
100 and over	5,660	100	--	--	743	13.1	4,713	83.3	61	1.1

Table 7 (Cont'd.)

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ¹	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Retail Trade										
Total Employees	209,932	100	50,838	24.2	106,855	50.9	50,096	23.9	2,143	1.0
Less than 20	107,484	100	37,789	35.2	63,751	59.3	4,302	4.0	1,642	1.5
20 - 99	47,090	100	11,970	25.4	24,000	51.0	10,884	23.1	236	0.5
100 and over	55,358	100	1,079	1.9	19,104	34.5	34,910	63.1	265	0.5
Personal Service Industries										
Laundries, Cleaners and Pressers										
Total Employees	15,837	100	3,008	19.0	9,339	59.0	3,411	21.5	79	0.5
Less than 20	6,106	100	1,887	30.9	3,722	61.0	446	7.3	51	0.8
20 - 99	6,242	100	979	15.7	3,659	58.6	1,576	25.2	28	0.4
100 and over	3,489	100	--	--	1,958	56.1	1,389	39.8	-	-
Hotels, Restaurants and Taverns										
Total Employees	76,778	100	13,529	17.6	60,541	78.9	1,017	1.3	1,691	2.2
Less than 20	40,298	100	9,564	23.7	29,264	72.6	628	1.6	842	2.1
20 - 99	34,498	100	3,965	11.5	29,313	85.0	389	1.1	831	2.4
100 and over	1,982	100	-	-	1,964	99.1	-	-	--	--

¹ Includes straight-time plus a fixed amount, time and one-quarter and double time.

* Rows may not sum to 100 per cent because of rounding.

-- Reliability of the statistic is too low to permit release.

- No employees were in this category.

Table 8
Distribution of Employees by Initial Overtime Pay Provision and Region¹
for Selected Industries, Ontario, October, 1967

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ²	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Leather Industries										
Total Employees	12,114	100	750	6.2	3,544	29.3	7,543	62.3	277	2.3
Metropolitan	4,745	100	376	7.9	2,019	42.6	2,141	45.1	209	4.4
Southern Ontario	5,618	100	342	6.1	1,243	22.1	3,991	71.0	42	0.7
Northern Ontario	1,751	100	--	--	282	16.1	1,411	80.6	26	1.5
Cotton Yarn and Cloth Mills										
Total Employees	4,767	100	278	5.8	696	14.6	3,792	79.6	--	--
Metropolitan	1,310	100	159	12.1	--	--	1,117	85.3	-	-
Southern Ontario	3,457	100	119	3.4	662	19.1	2,675	77.4	--	--
Northern Ontario	-	-	-	-	-	-	-	-	-	-
Woollen Mills										
Total Employees	3,188	100	222	7.0	169	5.3	2,710	85.0	87	2.7
Metropolitan	949	100	--	--	60	6.3	860	90.6	-	-
Southern Ontario	1,469	100	113	7.7	106	7.2	1,164	79.2	86	5.9
Northern Ontario	770	100	--	--	--	--	686	89.1	--	--
Knitting Mills										
Total Employees	7,067	100	732	10.4	2,767	39.2	3,290	46.6	278	3.9
Metropolitan	3,245	100	374	11.5	2,000	61.6	734	22.6	137	4.2
Southern Ontario	3,357	100	339	10.1	484	14.4	2,393	71.3	141	4.2
Northern Ontario	465	100	--	--	283	60.9	163	35.1	-	-
Clothing Industries										
Total Employees	20,597	100	2,190	10.6	8,214	39.9	9,488	46.1	705	3.4
Metropolitan	15,133	100	1,757	11.6	6,457	42.7	6,220	41.1	699	4.6
Southern Ontario	4,631	100	414	8.9	1,482	32.0	2,729	58.9	--	--
Northern Ontario	833	100	--	--	275	33.0	539	64.7	-	-
Wood Industries										
Total Employees	17,993	100	1,763	9.8	8,041	44.7	7,615	42.3	574	3.2
Metropolitan	3,795	100	476	12.5	1,994	52.5	1,076	28.4	249	6.6
Southern Ontario	4,171	100	489	11.7	1,755	42.1	1,645	39.4	282	6.8
Northern Ontario	10,027	100	798	8.0	4,292	42.8	4,894	48.8	--	--

Table 8 (Cont'd.)

Industry	Total Employees		None		Straight-Time		Time and One-Half		Other ²	
	No.	%*	No.	%	No.	%	No.	%	No.	%
Retail Trade										
Total Employees	209,932	100	50,838	24.2	106,855	50.9	50,096	23.9	2,143	1.0
Metropolitan	88,905	100	19,179	21.6	39,043	43.9	29,862	33.6	821	0.9
Southern Ontario	86,221	100	23,167	26.9	47,185	54.7	14,890	17.3	979	1.1
Northern Ontario	34,806	100	8,492	24.4	20,627	59.3	5,344	15.4	343	1.0
Personal Service Industries										
Laundries, Cleaners and Pressers										
Total Employees	15,837	100	3,008	19.0	9,339	59.0	3,411	21.5	79	0.5
Metropolitan	9,110	100	1,304	14.3	5,471	60.0	2,329	25.6	--	--
Southern Ontario	4,836	100	1,296	26.8	2,857	59.1	663	13.7	--	--
Northern Ontario	1,891	100	408	21.6	1,011	53.5	419	22.2	--	--
Hotels, Restaurants and Taverns										
Total Employees	76,778	100	13,529	17.6	60,541	78.9	1,017	1.3	1,691	2.2
Metropolitan	28,895	100	4,962	17.2	22,508	77.9	376	1.3	1,049	3.6
Southern Ontario	25,079	100	4,472	17.8	19,984	79.7	498	2.0	125	0.5
Northern Ontario	22,804	100	4,095	18.0	18,049	79.1	143	0.6	517	2.3

¹ For a description of the counties that constitute each region see Technical Note.

² Includes straight-time plus a fixed amount, time and one-quarter and double-time.

* Rows may not sum to 100 per cent because of rounding.

-- Reliability of the statistic is too low to permit release.

- No employees were in this category.

Table 9

Median Standard and Median Actual Hourly Work Week for Selected Industries,
and Median Standard Hourly Work Week by Category of Employee, and by Sex for Selected Industries,
Ontario, October, 1967

Industry	Industry Median Hourly Work Week		Median Standard Hourly Work Week			
	Standard	Actual	Category	Sex		
			Office	Non- Office	Male	Female
Rubber Industries						
Rubber Footwear Manufacturers	44.6	42.2	38.6	44.8	46.4	43.8
Leather Industries	42.2	41.3	38.0	42.4	42.4	42.0
Leather Tanneries	42.4	41.9	38.1	42.5	42.6	41.2
Shoe Factories	42.2	40.7	37.9	40.0	42.5	42.1
Leather Glove Factories	42.4	42.7	38.6	42.7	43.1	42.2
Luggage, Handbag and Small Leather Goods Manufacturers	41.8	42.1	38.5	41.9	41.2	41.6
Cotton Yarn and Cloth Mills	41.8	41.5	38.7	42.0	41.9	42.0
Woollen Mills	42.4	41.9	37.4	42.5	42.4	42.1
Wool Yarn Mills	42.4	40.8	37.9	42.6	42.5	42.3
Wool Cloth Mills	42.2	42.3	36.8	42.2	42.4	41.9
Knitting Mills	42.5	42.0	38.2	42.8	43.4	42.3
Hosiery Mills	42.7	42.0	38.4	43.1	43.4	42.6
Other Knitting Mills	42.5	42.0	38.0	42.7	43.6	42.2
Clothing Industries	41.3	40.1	37.9	41.4	40.9	41.4
Custom Tailoring Shops	42.2	42.0	--	42.4	42.8	41.6
Men's Clothing Industry	41.9	40.9	38.6	42.1	41.9	41.9
Women's Clothing Industry	39.6	38.3	37.2	39.7	39.9	39.9
Children's Clothing Industry	43.0	41.2	37.5	41.9	41.6	41.8
Fur Goods Industry	37.6	37.4	35.9	36.6	36.4	37.0
Hat and Cap Industry	40.7	37.1	38.2	41.0	41.2	40.4
Foundation Garment Industry	41.6	41.0	36.9	41.8	41.5	41.6
Other Clothing Industries	42.0	41.6	38.5	42.1	41.9	42.0
Wood Industries	43.7	43.1	39.2	44.0	44.0	41.8
Saw Mills	47.6	44.1	40.0	44.8	44.8	40.4
Veneer and Plywood Mills	47.2	42.1	39.7	43.4	43.7	42.9
Sash and Door and Planing Mills	44.6	44.0	40.2	45.1	45.0	40.9
Wooden Box Factories	42.1	41.9	38.3	42.4	42.3	40.8
Coffin and Casket Industries	42.3	42.1	36.4	42.7	42.5	40.5
Miscellaneous Wood Industries	42.7	42.3	36.9	42.9	42.9	41.7
Retail Trade	41.4	41.0	40.1	41.6	42.9	40.0
Food Stores	40.2	36.5	38.6	40.3	40.7	37.4
Apparel and Shoe Stores	43.4	41.1	39.2	40.6	42.0	39.8
Personal Service Industries						
Laundries, Cleaners and Pressers	43.0	36.2	38.8	43.2	43.8	46.5
Hotels, Restaurants and Taverns	42.0	40.1	43.8	42.1	44.0	41.1

-- Reliability of the statistic is too low to permit release.

Table 10
Median Standard and Median Actual Hourly Work Week by Size of Establishment
for Selected Industries, Ontario, October, 1967

Industry	Industry Median		Size of Establishment					
	Standard	Actual	Less than 20 Employees		20 to 99 Employees		100 or more Employees	
			Standard	Actual	Standard	Actual	Standard	Actual
Leather Industries	42.2	41.3	41.8	41.6	42.4	42.3	42.1	41.0
Cotton Yarn and Cloth Mills	40.0	41.5	41.0	40.7	37.6	38.7	41.8	41.5
Woollen Mills	42.3	42.0	--	51.0	42.8	40.3	42.2	42.2
Knitting Mills	42.5	42.0	42.4	41.6	43.0	42.3	42.4	41.9
Clothing Industries	41.3	40.1	39.8	38.4	41.1	40.2	41.6	40.3
Wood Industries	43.7	43.1	44.2	43.6	44.7	43.6	42.5	42.3
Retail Trade	41.4	41.0	42.2	41.8	41.3	40.7	40.8	40.3
Personal Service Industries								
Laundries, Cleaners and Pressers	43.0	41.3	41.8	41.0	44.1	41.3	43.7	42.0
Hotels, Restaurants and Taverns	42.0	39.1	41.6	40.3	43.0	36.6	42.6	40.0

Table 11
Median Standard and Median Actual Hourly Work Week by Region¹
for Selected Industries, Ontario, October, 1967

Industry	Industry Median		Region					
	Standard	Actual	Metropolitan		Southern Ontario		Northern Ontario	
			Standard	Actual	Standard	Actual	Standard	Actual
Leather Industries	42.2	41.3	42.1	41.8	42.2	40.5	42.3	41.6
Cotton Yarn and Cloth Mills	40.0	41.5	41.7	41.0	41.8	41.7	--	--
Woollen Mills	42.3	42.0	41.8	41.5	43.2	42.3	41.8	41.8
Knitting Mills	42.5	42.0	42.9	42.8	42.1	41.4	43.2	41.2
Clothing Industries	41.3	40.1	41.0	--	41.8	40.4	41.9	41.7
Wood Industries	43.7	43.1	42.9	42.8	43.8	43.0	44.0	43.4
Retail Trade	41.4	41.0	41.6	41.4	41.1	40.5	41.7	40.8
Personal Service Industries								
Laundries, Cleaners and Pressers	43.0	41.3	42.9	41.5	43.0	41.3	43.0	40.8
Hotels, Restaurants and Taverns	42.0	39.1	42.4	40.6	42.0	--	42.2	--

¹ For a description of the counties that constitute each zone see Technical Note.
 -- Reliability of the statistic is too low to permit release.

Table 12
Distribution of Employees by Actual Weekly Hours of Work
for Selected Industries, Ontario, October, 1967

Industry	Total Employees		Actual Weekly Hours of Work					
	No.	%*	Under 25		25 under 30		30 under 35	
			No.	%	No.	%	No.	%
Leather Industries	12,114	100	813	6.7	333	2.7	1,013	8.4
Cotton Yarn and Cloth Mills	4,767	100	224	4.7	33	0.7	225	4.7
Woollen Mills	3,188	100	163	5.1	63	2.0	247	7.7
Knitting Mills	7,067	100	424	6.0	164	2.3	364	5.2
Clothing Industries	20,597	100	1,624	7.9	742	3.6	1,614	7.8
Wood Industries	17,993	100	1,393	7.7	380	2.1	777	4.3
Retail Trade	209,932	100	50,331	24.0	6,380	3.0	7,895	3.8
Personal Service Industries								
Laundries, Cleaners and Pressers	15,837	100	1,985	12.5	634	4.0	1,032	6.5
Hotels, Restaurants and Taverns	76,778	100	25,175	32.8	3,646	4.7	4,896	6.4

* Rows may not sum to 100 per cent because of rounding.

Table 12 (Cont'd.)

Industry	Actual Weekly Hours of Work							
	35 under 40		40 under 44		44 under 48		48 and over	
	No.	%	No.	%	No.	%	No.	%
Leather Industries	2,454	20.3	4,359	36.0	1,672	13.8	1,470	12.1
Cotton Yarn and Cloth Mills	866	18.2	2,693	56.5	282	5.9	444	9.3
Woollen Mills	573	18.0	1,148	36.0	612	19.2	382	12.0
Knitting Mills	1,369	19.4	2,356	33.3	1,348	19.1	1,042	14.7
Clothing Industries	6,061	29.4	7,534	36.6	1,737	8.4	1,285	6.2
Wood Industries	2,553	14.2	4,876	27.1	4,314	24.0	3,700	20.6
Retail Trade	23,727	11.3	64,786	30.9	25,785	12.3	31,028	14.8
Personal Service Industries								
Laundries, Cleaners and Pressers	2,485	15.7	5,196	32.8	3,196	20.2	1,309	8.3
Hotels, Restaurants and Taverns	5,646	7.4	12,710	16.6	7,507	9.8	17,198	22.4

